

Talent Team meeting
Central Nine
April 20th

Anna M., Dana, Bea N., Lisa Lintner, Allison Naum, Marcy Barlow, Erin, Ricke, Paige Banos, Tammy Walker, Gayle

Lisa- Welcome to the Talent Team. Introduction of the team members.

Library has a trial subscription to Knowledgecity.com and they are considering purchasing. Have another week to check it out before they must decide if they want to purchase. Looked at different courses that you can take in their video base. Business, safety, compliance, computer, teamwork courses, etc. Like Linda.com, but more business oriented, includes soft skills. This could possibly be an addition to that program. Lisa will forward the log-in to those that want it. If you watch some of the videos, email Lisa know what you think and if you think it would be a good resource. It costs the library between \$5000-\$15,000 to purchase a program like this for card holders. If they purchase, to access you would need a Johnson County Library card. There is also an institutional library card as a business to log in. An organization account would track your information as an individual account. Gayle asked if you get a printed certificate once you complete a series of courses. Yes, if you take proficiency exam and pass, then you can get a certificate. Need feedback on program back to Lisa by next Friday, April 27th.

Employment Barriers Roundtable-

Talked about doing a roundtable with staffing agencies, Ivy tech, Franklin college, etc. Talking to them about what we did right, wrong, how they find their people. Still need to finalize? We'll try to put together by end of May. Paige said, prove to her that the career and job fair is what we need. Sounds worthy of time. Bea- need to reach adults, didn't have as many as we wanted. How to find those that are unemployed to get back into the workforce. Tammy- can you get contact information of those that are unemployed? Dana would ask WorkOne. Gayle- now have work Indiana money to give short term training. Also, United way, C9, so training money has been spread out. Dana said maybe we should include United Way or Bridges Alliance, and Gateway.

Gayle gave details on Bridges Alliance- based on Bridges out of Poverty that presented a few years ago. Looking for 15 people that qualify on income guidelines. Surviving by Thriving. 12-week program, Grace United Methodist in Franklin will host. Attend and fed, child care provided, small stipend given. Work on barriers to employment to help them move ahead. First group starts on May 2nd. Those people that are successful in completing the program will move up as mentors. Circles is their partner organization. Gayle will be talking to them about short-term job training for funding through Work Indiana money (Welding/ Auto), plus money for gas cards and childcare. Central Nine can send them to Phlebotomy school or truck driving school for example. They don't have to do all the training at C9. There is also work at federal level for certifications through Pell Grants. Lisa would have a conversation with Mike at DWD about what contact information is available to us. Heard that one of the barriers is computers. Library helps people sign up to get on unemployment or other things as needed. Tammy suggested an ad for adults if we are looking for people.

High school Employment Workshop-

Need to decide this summer on curriculum to present in the school system. Reach out to counselors after they talk next week about time frame. Allison-work ethic certificate is being rolled out to all the sending schools also. Might keep in mind to do with work ethic program. Keep in mind for alternative students. Tammy gave her students information about heading into the workforce. Seeing students panic now that they are graduating. Agrees that we need to reach them early and often, but sometimes they don't listen until it's time to panic.

Paige- asked about money from the state from Next Level jobs. Conversation that money goes to Ivy Tech and Vincennes. Have to be 18 and out of high school. Dana said that they've changed the program multiple times, will roll it out next week to local economic development organizations (LEDOs). Will have that information soon to share. Originally was an employer benefit but have tweaked to help individuals. Paige- program out of Indy where they do an internship with no debt for school tech areas only- Kenzie academy. Gayle- Every trade is different. Work IN or Next Level are both programs that can be utilized depending on the student. Bea- how can the public make sense of all the different programs and what the options are? Gayle said if they are enrolled in Adult Ed at C9 they can come to a 12-hour orientation and talk to career coaches,

goal setting, IN career explorer. Some paths are a longer verification. You have to personalize the training for each student and what they are interested in.

Tammy- How do you get the information about FAFSA, and other programs out to the general public? People might not know about Next Level or apprenticeships. Paige said people may not have been interested in trade jobs until now. Starting to see more in the media about trade programs. Marcy said that everyone is being very reactive now that there is a gap in these fields. Not looking to the future to see what's next. Dana said that she'd heard at an event "kids that are kindergarten today will be getting jobs that don't even exist". We are so busy focused on issues right now, we're not looking to the future. Paige- soft skills will serve as flexible skills regardless of the job. Tammy- part of graduation completion is that an internship is needed. Are company's willing to provide the internships to students? It's a win-win, but will take a lot of coordination. Need a Johnson County Internship Alliance. JCDC has access to the companies and could help. Greenwood, Center Grove, Franklin, etc. all have different ideas, so it would be easier if there was a system. Most of C9 programs do have internships. Allison get calls daily about students that can work or want internships. Don't forget about Ivy Tech, and other post-secondary, 4-year colleges that also need internships. Greenwood is using Indiana InternNet. Mentioned modified internship within the classrooms by paring up high school students with colleges for service learning. JCDC and Aspire could be beneficial by having a keeper of the information for Johnson County internships. Current 7th graders will be the first class that is required to have an internship, a job certification, or job shadow (project-based, service-based or work-based).

National Skills Coalition- creates good publications and statistics such as 80% of jobs require some post-secondary training, but half don't require 4-year degrees.

Work Ethic update- Did second round of mock- interviews. Had students interviewing students. Set up in chairs facing each other, 60 seconds to answer each question. In 15 minutes, kids got to answer multiple questions. Asked interviewers how they felt and how the interviewee felt. For next year, do a two-phase mock interview. Try do the student on student interviews first to get them comfortable. Then bring in the professionals to do interviews for phase 2. Have advisory council meeting on May 2nd. Bea will recommend that an interview and a resume is required for WEC. Bea met with all of the students that signed up, gave them verification forms with attendance numbers, discipline stats to take to C9 instructor. They have to sign off and get non-related adult to sign and return

back to Allison by May 1st. Gave students opportunity if they could adjust attendance through appeals; only could have a max of 4 missed days. Allison heard 25 appeals for attendance issues, allowed 5-6. Awards day is May 10 & will hand out certificates to 40-50 students. Allison told Juniors that biggest disqualifier is attendance.

Bea met with electrician's guild; they invited her to talk to about WEC at their facility, so she'll miss the next meeting. Bea will be presenting to JCDC board in May. Rolling out Work Ethic Certification to high schools; job extended for 3 more months to help with implementation. She can give each school up to 20 hours of assistance. Bea will stay on the Talent Team even as her time at Central Nine wraps up.

HR roundtable-

Met to plan out next quarter. Survey attendees, like times. One suggestion, was that the participants want to have more discussion on the topics and best practices. Last week had 3 students talk about their high school internships and the value. Help the businesses understand the value of having a student intern, they can do work; it's not just babysitting. Talked about Indiana InternNet program being tested through Greenwood High School. One student did home repair/ custom furniture and 2 others worked at the school preschool for special needs kids. All students reevaluated what they wanted to do while in their internship. Slightly lower attendance than other meetings. Tammy suggested that we reach out to the Daily Journal about the kid's stories to help educate parents. Dana will reach out to Ryan. Maybe in the future include video of the panels.

Christian Maslowski from Greenwood Chamber Talked to Lisa about Sheltering Wings and mentioned that they could do training for employers to spot domestic violence. Talked to Turning Point about doing a presentation.

Career and Education Forums- no updates at this time.

Next meeting on May 18th 8:30-10am at Central Nine.

Minutes submitted by Jennifer Hollingshead